



HEALTH AND SAFETY IN THE WORKPLACE POLICY

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HEALTH AND SAFETY IN WORKPLACE POLICY

The executive management of VALORIZA, S.A., ("VALORIZA"), within the framework of its competence to establish the general policies and strategies of the company, has approved this Health and Safety in the workplace Policy (hereinafter the "Policy").

The aim of this Policy, which is addressed to all stakeholders, is to define and establish the principles and criteria govern activities related to health and safety in the workplace

The health and safety Policy establishes Valoriza's commitment to work towards an environment free of accidents and incidents, as well as our vision as a company to reach zero accidents in the long term.

1 Purpose

Valoriza's main objective is to ensure that all activities carried out by the company adopt, from the moment they are planned and during their execution, the necessary measures to avoid the risks that may arise at their start and during their development, guaranteeing, in those cases in which the risks are considered unavoidable, all the necessary prevention and protection measures to prevent damage and deterioration of the health of workers and collaborators.

As the main objective of Valoriza's management is to ensure the health and safety of the women and men who work in our company, this Health and Safety in the Workplace Policy has been established and documented as a common framework for risk management and control and serves as a model for the performance of its activities and as a reference for its workplace health and safety management system. The company wants to ensure that anyone that enters our facilities (our workers, but also our guests, contractors, suppliers, customers, etc.) will leave any of our facilities in the same (good) condition as he/she entered it.

Valoriza's management understands that the purpose of its health and safety policy must be intrinsic to the human team that makes up the company and therefore encourages everyone in the company to understand and integrate the above guidelines into their working environment.

2 Scope of application

This Policy applies to all subsidiaries or majority-owned companies over which, directly or indirectly, VALORIZA, S.A. exercises effective control, regardless of their geographical location. Therefore, all references in this Policy to VALORIZA shall be understood to include all the companies mentioned above.

Subsidiary companies or companies in which VALORIZA, S.A. does not exercise effective control, either directly or indirectly, are not included in its scope of application and will have, where appropriate, their own policies or internal regulations governing the matter, and in no case may these be contrary to the provisions of this Policy.

3 General Principles

In order to achieve the implementation of the objectives included in this Policy, Valoriza and the other companies belonging to the Group will carry out their activities in accordance with the following general principles:

- a) Promote leadership and a health and safety culture in the workplace.
- b) Accept that the health and safety of the Group's employees is as important as productivity and excellence in their activities.
- c) Provide safe and healthy working conditions to prevent work-related injuries and deterioration in health.
- d) Promote well-being and a healthy lifestyle, monitoring the state of health of workers through protocols related to the activity and the risk associated with it.
- e) Identify and analyze risk situations for health and safety at work, as well as the accidents that have occurred, establishing corrective measures that will be communicated and put into practice to eliminate or reduce the risks of incidents and accidents as much as possible, thus ensuring safer working conditions and a tendency towards zero accidents.
- f) Facilitate worker enquiries and allow them to participate in the framework of all matters affecting health and safety in the workplace.
- g) Encourage communication and relations with local communities and society at large
- h) Ensure workers' access to health and safety in the workplace training that is sufficient and suitable for them to work properly as well as boost training and awareness of all employees like a health and safety change engine.
- i) Ensure workers receive general information through their representatives, as well as direct information about specific risks that affect their respective jobs or functions, and the application and prevention of measures that apply to said risks.
- j) Ensure the integration of the Companies and subcontractors and suppliers in the common commitment to improving safety in the workplace.
- k) Ensure compliance with the applicable legal requirements, as well as those of the organization itself, which affect us in each activity, in addition to those established to achieve the workplace health and safety objectives established in each company of the Group.
- l) Develop, enforce and periodically review our organization's appropriate workplace health and safety system, as well as adopt measures that enable improvements to be continually made to the system's effectiveness.
- m) Demand that contractors adhere to internal safety rules and have them embrace a preventive culture in terms of health and safety in the workplace
- n) Recognize the right of VALORIZA employees to refuse or interrupt any activity or process that threatens their health and safety, or that of any other person who may be affected.

This Health and Safety in workplace Policy was approved by Chief Executive Officer on 23 November 2023.